

INDUSTRIAL RELATIONS DEPARTMENT
MONTHLY REPORT - for MARCH, 1946

VOCATIONAL OPPORTUNITY WEEK Our observance of Vocational Opportunity Week, March 10-18, included a public forum at Arts High School, three addresses by the Industrial Relations Secretary - to the Principals and Counselors of the Essex County School System, to the Counselors at Robert Treat Junior High School, and to the Head Counselors of the city of Newark Public Schools - and a closed Workshop session in the Board Room of the Newark Board of Education offices. Participating in the Workshop were five Head Counselors from Newark schools, and forty-seven young people.

According to all indications, a distinct contribution was made that has emphasized for the schools, intelligent and up-to-date guidance of Negro and white students. This means no two-faced guidance and teaching that prompts excellences of performance openly but in special session with Negro students laments the uselessness of any performance at all, and/or the uselessness of trying to learn any trade at all - except brickmasonry or cooking. This educational job was sorely needed by those responsible for guidance through our public schools.

Other contributions are not so easily evaluated. The Workshop session was everything hoped for; but the Forum was originally planned as a Mass Meeting. Total lack of Publicity caused the last minute change. Nevertheless, the Forum was excellent, and provided opportunity for frank discussion of problems of persons in the audience. Attention to more individual interests was helpful. On the Program were:

Mr. Owen Dodson, Playwright and Executive Secretary of American Film Center, Rockefeller Plaza, New York City;
Miss Olivia Stokes, Delegate, World Youth Congress, London, England, 1/46;
Dr. Bruce Robinson, Director, Bureau of Child Guidance, Newark Board of Education;
Dr. Ronald W. Kent, Director, Essex County Vocational Schools;
Dr. Simon Donniger, Director, Jewish Child Guidance Bureau;
Dr. Frederick C. Seaman, Director of Guidance, Newark Board of Education;
Mr. Clarence Johnson, Race Relations Advisor, Federal Public Housing Administration;
Mr. Roy E. Morris, Industrial Relations Secretary, New Jersey Urban League;
Mr. Charles A. Ward, Master of Ceremonies.

STUDENT SUPERVISION The student from the New York School of Social Work doing his field work in this department, participated in the arrangements for the observance of the VOC. He was especially active in all committee meetings working out the details. The student's training also included four weekly supervisory conferences with the Industrial Relations Secretary.

PUBLIC RELATIONS & CONSULTATIONS Three public addresses were given by the Industrial Relations Secretary, in Englewood, Montclair, and Newark, five meetings were attended as a League representative, and consultations with the Industrial Relations Secretary were given representatives of Newark University Guidance Service, American Labor Education Service, a club group in Nutley studying "uprooted Americans", and Robert Treat Junior High School. The Industrial Relations Secretary was, also, appointed chairman of the Sub-Committee on Employment of the newly formed Commission on Race Relations of the Essex County Council of Churches. Working with him on this committee will be Miss Elisabeth Rogers and Mr. William Jackson, of the YW and YMCA's respectively.

COORDINATING COUNCIL OF URBAN LEAGUES AND SIMILAR AGENCIES The Industrial Relations Secretary is Chairman of the Coordinating Council of Urban Leagues and Similar Agencies in North Jersey (CULSA), and as such called another meeting of that group to act jointly on the NJUL Industrial program for bus drivers. Between the call

for the next meeting of this social work group and its meeting date, a request came to the NJUL Industrial Relations Secretary to represent the League in a "community drive to get Negro bus drivers." The Industrial Relations Secretary presented this community drive to the CULSA which, after careful analysis of motives and persons behind it, voted to cooperate with such intended state-wide efforts to get Negro bus drivers.

BUS DRIVERS The NJUL Industrial Relations Secretary could not accept the first invitation to join forces with this community group, but attended its weekly meeting the following week, after discussing it with Industrial Committee members and definitely deciding it was the proper thing to do.

The NJUL Industrial Relations Secretary was parried at length against his own efforts of fourteen months with Public Service Corporation. The League's position was clearly stated; that we have not had sufficient applicants who we feel thoroughly qualified for PS bus drivers jobs; and that further progress toward the realization of actual hiring of Negroes as bus drivers at PS, is held up on that score. It was pointed out, further, that the League would be glad to cooperate with the community group along the lines of the League's objectives and program.

Developments to date include the direction, by the NJUL Industrial Relations Secretary, of all of the activity involved in preparing qualified applicants - this includes, training of potential bus drivers as well as screening of interested persons. One meeting was held in the NJUL office, with twenty-seven persons present; fourteen applicants, three persons who have been professionally employed as referral interviewers to large plants in New Jersey, and ten members and friends of the community group.

The community group formally organized and now calls itself the Council for Fair Employment of Negroes in Public Service Corporation - the name suggested by the NJUL Industrial Relations Secretary. Principal officers of the group are: Rev. Harrison Tate (Plainfield), President; Messrs. Prosper Brewer and Matthews, Vice-Presidents; Dr. Edgar S. Ballou, Treasurer; and Mr. Kenneth C. Word, Secretary.

For his own program - though in terms of the community drive - the Industrial Relations Secretary had another conference at Public Service offices. No significant progress can be reported.

HOUSEHOLD EMPLOYMENT CONFERENCE Through our initial stimulus, a Conference of Household Employees was held at the Jones St. Branch YWCA, during March, at which time employees themselves resolved the important problems that must be solved before material improvement of the field is realized. Mrs. L. Hamilton Garner, Mrs. Cross, from USES, and the NJUL Industrial Relations Secretary participated as a Panel.

Invitational letters were sent to thirty women's organizations in northern New Jersey, over the joint signatures of Mr. L. Hamilton Garner and Mrs. Adrian Eiker, President of the YWCA Board - which has accepted our invitation to co-sponsor the Household Employment Conference.

EMPLOYMENT, GUIDANCE, & JOB-CONNECTED PROBLEM TREATMENT During March, there were one hundred and ninety interviews given in the Industrial Relations department. There were one hundred and twenty job-referrals made, forty-one counselling interviews, and twenty-one problem cases remedied. There were twenty-four different Veterans helped. Of the one hundred and twenty job-referrals, fifty were for household employment, seventy for other types of employment - including thirty-two female referrals and thirty-eight male.